

**ONTARIO HUMAN RIGHTS COMMISSION**  
**SPECIAL ANNOUNCEMENTS**

DEPARTMENT OF LABOUR, 74 VICTORIA STREET, TORONTO 1, TEL. 365-4218

CA20NL 72

S62

December, 1968

Government  
Publications

SEASON'S GREETINGS TO OUR READERS

The Ontario Human Rights Commission takes this opportunity to extend the good wishes of the season to the Ontario public. This year-end is particularly significant as it marks the end of International Year for Human Rights, a year which has been marked by a wide variety of activities and programs among organizations across the province and the country. The Commission, however, would like to point out that concern for human rights cannot be confined within a calendar year. For its part, it will continue to be extremely busy, processing complaints, handling cases, appearing before Boards of Inquiry, conducting educational programs and engaging in an increasing variety of activities designed to promote and further human rights in Ontario. It is the Commission's intention to continue to serve the public as faithfully as possible during the coming months and years. Human Rights Year may be over, but human rights work goes on.

PROSECUTION PENDING

On July 24, 1968 at the Court House, Windsor, Ontario, Professor Horace Krever, Faculty of Law, University of Toronto, conducted a public hearing into the complaint of Mr. Allen Walls, Negro, who alleged that he was denied the rental of living accommodations at 534 Parent Avenue, Windsor, Ontario because of his race and colour by Mr. Louis Lougheed of Windsor.

Professor Krever found that Mr. Lougheed had discriminated against Mr. Walls in denying him accommodation because of his race and colour, and recommended that Mr. Lougheed pay Mr. Walls the reasonable expenses which he incurred in obtaining suitable alternative accommodation. The expenses amounted to \$153.05.

A Ministerial Order was subsequently issued seeking compliance with Professor Krever's recommendations. No undertaking was made by the respondent and prosecution proceedings are being initiated.

SETTLEMENTS REACHED AT BOARDS OF INQUIRY

Settlements were reached prior to the holding of two scheduled Boards of Inquiry:

1. Mr. T. Kaplash, Mr. V. K. Luthra, Mr. V. Chaudhry, Mr. P. S. Sian and Mr. S. Kapoor, of Pakistan and India, alleged that they were refused entry and denied membership because of their colour and place of origin in the Camelot Club, otherwise known as the Avenue Road Club, 53 Avenue Road, Toronto.



Prior to the hearing called for Wednesday, November 6, 1968, the respondent, represented by Mr. Murray Campbell, President and General Manager, and Mr. Roy Edmunds, Secretary and Treasurer, agreed to forward letters of apology to the complainants and to invite them to take membership in the Camelot Club. Letters were sent to community organizations advising them of the Club's fair accommodations policy, Human Rights Code Cards were posted in the entrance ways to the building and a memorandum was sent to the general membership apprising them of the Club's fair policy and instructing them to abide by same. The terms of settlement were approved by the Board Chairman, Professor Horace Krever. Counsel for the Commission was Mr. E. Marshall Pollock, Department of the Attorney General.

2. Mr. William Barnes, Mrs. Dorreen Snyder and Miss Helen Allen, all Negroes, alleged that they were denied rental accommodations at 270½ King Street East, Hamilton because of their race and colour by Mr. and Mrs. Steve Goruk and Mr. and Mrs. John Goruk of Hamilton.

A Memorandum of Agreement between the Commission and the respondents was submitted to the Chairman of the Board, Professor Harry Arthurs, Osgoode Hall Law School, prior to the hearing scheduled for October 22, 1968, in Hamilton. Counsel for the Commission was Mr. Blenus Wright, Department of the Attorney General.

The respondents agreed to forward letters of apology to the complainants; to invite them to seek suitable accommodations with them; to apprise them of all vacancies for a period of one year; to assist the complainants in seeking accommodation elsewhere if they have no suitable vacancies, and to bear the necessary expense to this end; and to reimburse Mr. Barnes \$170.50 and Mrs. Snyder \$32.00 to cover monies expended seeking accommodations subsequent to their failure to obtain accommodations through the respondents. The respondents also agreed to post Human Rights Code Cards in their buildings, send a memorandum to their building staff advising them of their fair accommodations policies and send letters to various community agencies apprising them of their policies.

#### PAYMENT MADE IN EQUAL PAY CASE

In compliance with a Ministerial Order which followed a recent Board of Inquiry, Middlesex Creamery Limited of London, Ontario, issued a cheque in the amount of \$970.05 to Mrs. Mildred Fortey, also of London. Mrs. Fortey had alleged that, as an egg grader, she had been paid at a rate of pay less than that paid to male employees doing the same work. The Board of Inquiry was chaired by Professor Horace Krever who concluded in a report to the Commission that differences in rates of pay existed between Mrs. Fortey and male egg graders, and that these differences were not based on any factor other than sex. Professor Krever had recommended that Middlesex Creamery Limited be directed to pay Mrs. Fortey the difference between her pay and that of the male workers.



## EQUAL PAY LEGISLATION TRANSFERRED TO LABOUR STANDARDS BRANCH

The equal pay for equal work for women provisions of the Ontario Human Rights Code have been transferred to the new Employment Standards Act which takes effect on January 1, 1969 and which will be administered by the Labour Standards Branch of the Department of Labour under the direction of Mr. M. E. Howard. Under this procedure, investigations for violations will be carried out as part of the routine inspections of the Branch although individual complaints will also be processed.

The Labour Standards Branch plans to step up its activity in the northern part of Ontario during the coming year with particular concern for vacation pay, minimum wage, equal pay for equal work and wage collection. It expects to make collections for approximately 60,000 people throughout the province. Additional staff is being placed in the north. They will be supervised by Mr. Owen Murphy in Sault Ste. Marie. In addition to Mr. Murphy, there will be two officers in Port Arthur, two in Sudbury and one each in Dryden, Timmins and North Bay.

## STAFF CHANGES AND APPOINTMENTS

The Commission welcomes to its staff Mr. Gerald A. Piper who has been appointed to take over the Northern Regional Office. Mr. Piper received his B.A. in Sociology from the University of Saskatchewan and has completed the first year of the Master's program in Sociology at the same institution. Before joining the Commission's staff, Mr. Piper had been employed as a Community Development Worker for the Department of Indian Affairs and Northern Development. From February until November 1968, he was attached to the Bella Coola Indian Agency in northern British Columbia where he worked with Indian Band Councils from four reserves and consulted with them on such matters as housing, grants to bands, social assistance, adult and general education. Prior to that, he worked as a Regional Training Officer for the Manitoba Region of the Department of Indian Affairs. From March 1965 to August 1966 he was a Community Development Worker with Indian Affairs in the Kenora Agency. During that time he sat as a member of the Mayor's Committee in Kenora and co-operated closely with the Commission in a number of matters relating to Indians in the area. The Commission is indeed fortunate to obtain a person with Mr. Piper's background and experience and with his knowledge of the Indian people and their problems.

It is with deep regret that the Commission announces the impending departure from its staff of Mr. Arni S. Arnason who has served as Administrator of the Age Discrimination Act since March, 1967. Mr. Arnason will leave the Commission on January 10, 1969 to take up the position of Training Officer in the Personnel and Training Department of the Alcoholism and Drug Addiction Research Foundation. Mr. George A. Brown, who joined the Commission's staff during the summer, will become Acting Administrator of the Age Discrimination Act.



Two new Human Rights Officers have been appointed to the Toronto Regional Office and will join the staff on January 6, 1969. Miss Florette Yvonne Osborne comes to the Commission with a B. A. in Sociology and Psychology from Sir George Williams University and an M.S.W. from McGill University. Her previous employment was as a Regional Community Development Worker-Trainer with the Department of Indian Affairs and Northern Development working out of Toronto. Prior to that, she worked as a Community Organization Worker and Research Aide in the Urban Social Redevelopment Project in St. Urbain, Montreal. During that time, she was a member of a research committee studying the problems and needs of the inner city area and dealing with new immigrants and other minority groups. She worked for ten years as a primary school teacher in Barbados.

Mr. Paul Dobson holds a B.Sc. in Sociology from the University of London and is completing his thesis towards an M.A. in Sociology from Carleton University. Since June 1967, he has been employed in the Administrative Service of the Department of Manpower and Immigration. Prior to attending college, Mr. Dobson worked for four years as a clerical officer with the London County Council in London, England. During his period of study at Carleton University, he served as a Graduate Assistant in the Sociology Department. He helped to organize and became the first president of the Ottawa branch of the Jamaican-Canadian Association.

#### CLERICAL STAFF CHANGES

Two persons have been added to the clerical staff of the Commission, Miss Sharon Rivers and Mrs. Margaret Chang. Miss Rivers will be working in the Toronto Regional Office and Mrs. Chang is the secretary of the division handling the Age Discrimination Act. They supplement the clerical staff which is composed of Mrs. Madeleine Smith, Secretary to the Director, and Miss Anne Abate, Miss Olivia Grange, Miss Marsha Keeshig, and Miss Helen Miller. Clerical work in the Northern Regional Office is handled by Mrs. Margery McLeod.

#### EMPLOYERS SUPPORT AGE DISCRIMINATION ACT

During October, a letter was sent to employers across the province informing them of the provisions of the Age Discrimination Act and asking for their co-operation in its implementation. The response has been very encouraging. Out of a total of 584 replies, 504 (86%) were positive, only 2 were negative and 78 were non-committal; 206 company presidents responded favourably with only one giving a negative reply. The survey covered 101 communities.

#### NATIONAL CONFERENCE ON HUMAN RIGHTS

An official delegation representing the Ontario Human Rights Commission, the Ontario Department of Labour and the Ontario Department of the Attorney-General

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attended the National Conference on Human Rights held in Ottawa from December 1-3, 1968, to mark the culmination of International Year for Human Rights. The delegation was headed by the Honourable Dalton Bales, Q. C., Ontario Minister of Labour; T. M. Eberlee, Deputy Minister of Labour and Secretary of the Ontario Human Rights Commission; and Daniel G. Hill, Director of the Commission.

The Province of Ontario sponsored the conference luncheon on Tuesday, December 3rd, which was chaired by the Honourable Dalton Bales, Q. C. Mr. T. M. Eberlee introduced the speaker, the Honourable J. C. McRuer, Chairman of Ontario's Royal Commission Inquiry into Civil Rights.

The Commission's Director, Daniel G. Hill, acted as chairman for the seminar on "Human Rights Commissions (Provincial and Federal)" for which he prepared a background paper.

In addition, a new display was prepared for the occasion with the co-operation of the Information Branch of the Department of Labour and a quantity of human rights literature was made available to the some 500 delegates present.

The conference was organized by the Canadian Commission for International Year for Human Rights, Dr. John P. Humphrey, President. A major decision was made by the conference to establish an on-going national human rights body to be known as the Canadian Council for Human Rights. This decision was supported by the Ontario delegation which expressed the view that an important function of such a body would be to receive reports from government human rights commissions and agencies administering human rights legislation regarding their progress and work.

#### COMMISSION'S LIBRARY RECEIVES INCREASING USE

The Commission's specialized human rights library is being increasingly used by university faculty and students as well as by writers and program organizers. Some fifty persons, mainly professors and students, have come in to study the material for various purposes in the past six months. A number of persons have used the library who are planning human rights programs in their organizations and are looking for published material to assist them. A kit of program material from a number of sources has been prepared especially for this latter group. The library, under the direction of Mrs. Drue Batten, functions primarily as a research and resource centre.

#### ONTARIO COMMITTEE FOR HUMAN RIGHTS

The Commission has continued to co-operate with the Ontario Committee for Human Rights, a citizens' body established to co-ordinate the activities of organizations throughout the province during International Year for Human Rights and chaired by Mr. W. A. Jones of the Ontario Teachers' Federation. Mr. Jones presented a report on the Committee's activities to the National Conference on Human Rights in Ottawa early in December. The Committee held a one-day conference on October 26th at the University of Toronto in which the Commission participated. The discussions centred around the question of whether or not Ontario needed an ombudsman.

